

Return to Work

Part 3: Workplace Violence Program



Does your organization have a workplace violence program?

As businesses get back to work it is important to revisit the security stance of the company and what can be done to ensure a safe and secure environment.

Why is a workplace violence program important?

There are two types of companies when it comes to workplace violence: those that have experienced an incident and those that will experience an incident. According to OSHA, approximately two million workers per year are victims of workplace violence. This is probably undercounted as many incidents are not reported. These numbers are significant and dealing with workplace violence incidents place a real burden on companies. Depending on the scope of the incident, the effect on a company can include degradation on employee morale, productivity, operations, finances, and in many cases, the company brand. Under the General Duty Clause in the OSHA act of 1970, employers have a requirement to “furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees.”

What does a workplace violence prevention and mitigation program include?

Per OSHA:

- Management commitment and employee participation
- Worksite analysis and hazard identification
- Record keeping and program evaluation
- Worksite analysis and hazard identification
- Hazard prevention and control

Developing these core elements into an effective program that can be operationalized takes some work and expertise. The program can be created by internal subject matter experts if the company has such talent on its staff. If this is not the case, an external subject matter expert should be contacted to do this work.

Ensure the physical and psychological safety and security of your organization.

Talk to us.

For security resources, behavioral health solutions and real-time front lines information, visit us at www.R3c.com, email us at info@R3c.com or call us at 866-927-0184



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